

SUMMARY OF INDIVIDUAL RATINGS OF FACULTY MEMBERS  
WITH MULTIPLE FUNCTIONS

Name of Faculty Member: JUSTINO M. QUIMIO

Program Involvement (1)	Percentage Weight of Involvement (2)	Numerical Rating Rating x % (3)	Equivalent Numerical Rating (2x3)
<b>1. Instruction</b>			
a. Head/Dean (50%)		$4.52 \times 50\% = 2.26$	
b. Students (50%)		$5 \times 50\% = 2.5$	
<b>Total for Instruction</b>	50%	4.76	2.38
<b>2. Research</b>			
a. Client/Dir. for Research (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Research</b>	10%	4.67	0.47
<b>3. Extension</b>			
a. Client/Dir. for Extension (50%)			
b. Dept. Head/Center Director (50%)			
<b>Total for Extension</b>	10%	5	0.5
<b>4. Administration</b>	70%	4.84	1.45
<b>5. Production</b>	-	-	-
<b>TOTAL</b>			

EQUIVALENT NUMERICAL RATING:

Add: Additional Points, if any:

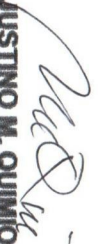
TOTAL NUMERICAL RATING:

4.80

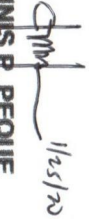
ADJECTIVAL RATING:

OUTSTANDING NC


Prepared by:

  
JUSTINO M. QUIMIO  
Name of Faculty


Reviewed by:

  
DENNIS P. PEQUE  
Department Head

Recommending Approval:

  
DENNIS P. PEQUE  
Dean

Approved:

  
BEATRIZ S. BELONIAS  
Vice President

INDIVIDUAL PERFORMANCE COMMITMENT & REVIEW FORM (IPCR)

I, **JUSTINO M. QUIMIO**, Faculty of the **Department of Forest Science** commits to deliver and agree to be rated on the attainment of the following accomplishments in accordance with the indicated measures for the period **July to December, 2019**.

*Me Du*  
**JUSTINO M. QUIMIO** 1/17/20

Ratee

*pm*  
**DENNIS P. PEQUE** 1/25/20  
Dean, CFES

MFO's/PAPs	Success Indicators	Assigned Task	Target	Actual Accomplishment	Rating				Remarks
					Q <sup>1</sup>	E <sup>2</sup>	T <sup>3</sup>	A <sup>4</sup>	
Advanced & Higher Education Services	Full Time Equivalent (FTE)		7	13.62/7 (194.57%)	4.5	4.5	4.5	4.5	Fory 137, Wtec 145, Fory 205, Fory 300, Fory 205, Trec 207
	Teacher's Leave								
	Number of Instructional Materials Developed/Revised and Utilized								
	Update course outline	Lecturer	2	3/2 (150%)	5	5	4	4.67	Wtec 145, Fory 137, Trec 207
	Handouts distributed	Lecturer	6	12/6 (200%)	4.5	4.5	4.5	4.5	Fory 137, Wtec 145, Fory 205, Fory 300, Fory 205, Trec 207
Instruction	New hand-outs	Lecturer	4	5/4 (125%)	4.5	4.5	4.5	4.5	Fory 137, Wtec 145, Fory 205, Fory 300, Fory 205, Trec 207
	Hours spent in student consultation	Academic adviser, and student organization as professor	20	60/20 (300%)	4.5	4.5	4.5	4.5	Fory 137, Wtec 145, Fory 205, Fory 300, Fory 205, Trec 207
	Lecture materials prepared in power point	Lecturer	2	2/2 (100%)	5	4	4	4.75	Wtec 145
	New laboratory exercises prepared	Laboratory Instructor	2	4/2 (200%)	4.5	4.5	4.5	4.5	Wtec 145, Fory 205, Trec 207
	Review sessions on graduate thesis	Thesis topic conceptualization	3	4/3 (133.33%)	5	4	4	4.67	Chu, Lumba, Soria, Suyom
Research Services	No. of graduate thesis supervised	As graduate student thesis adviser	4	5/4 (125%)	5	4	4	4.75	Chu, Lumba, Soria, Suyom, Sabejon
	No. of scientific article prepared	As primary author	1	1/1 (100%)	5	5	5	5	Syntaxonomy classification of plant communities in grassland areas in the philippines
Extension Services	No. of Community engagement	Community visit/meetings	2	3/2 (150%)	5	5	5	5	LCDE, Plan, BISU
	No. of linkage/partnership developed	LCDE, Plan	1	2/1 (100%)	5	5	5	5	LCDE, Plan
Administration	No. of meetings attended	Faculty meeting, regular & emergency; committees	6	14/6 (233.33)	5	4	5	4.67	CFES Faculty Meeting



	Project meetings	Proposal preparation and in project implementation	2	3/2 (150%)	5	5	5	5	
Total Over-all Rating								65.17	

Average Rating (Total Over-all rating divided by 4)	
Additional points:	
Approved Additional Points (with copy of the approval)	
FINAL RATING	4.66
ADJECTIVAL RATING	Outstanding

Comments & Recommendations for Development Purpose:

You are encouraged to do ROE and have it registered to OURCE.


Evaluated by:


DENNIS P. PEQUE
Unit Head
Date: 1/21/20

Recommending Approval:


DENNIS P. PEQUE
Dean
Date: 1/22/20

Approved by:


BEATRIZ S. BELONIAS
Vice President
Date: 1/22/20

- 1 - Quality  
2 - Efficiency  
3 - Timeliness  
4 - Average

# PERFORMANCE MONITORING FORM

Name of Employee: **JUSTINO M. QUIMIO**

Task No.	Task Description	Expected Output	Date Assigned	Expected Date to Accomplish	Actual Date Accomplished	Quality of Output*	Over-All Assessment Of Output**	Remarks/Recommendation
1	Teaches assigned subjects and performs other teaching related functions such as; prepares and revises teaching materials, prepares and gives examinations, checks test papers and returns to students one week after, submits grades sheets within prescribed period, makes himself available for students consultations during consultation hours, revises course syllabus, and approves manuscripts.	Very Impressive	July 1, 2019	December 31, 2019	December 31, 2019	Very Impressive	Outstanding	
2	Supervises graduate thesis and revises articles.	Very Impressive	July 1, 2019	December 31, 2019	December 31, 2019	Very Impressive	Outstanding	
3	Attends meetings and workshops as per instructed by immediate Head.	Very Impressive	July 1, 2019	December 31, 2019	December 31, 2019	Impressive	Very Satisfactory	
4	Performs other functions such as; member of VSU Academic Council, advses Gamma Sigma Fraternity and etc.	Very Impressive	July 1, 2019	December 31, 2019	December 31, 2019	Impressive	Very Satisfactory	

\*Either very impressive, impressive, needs improvement, poor, very poor

\*\*Outstanding, very satisfactory, unsatisfactory, poor

Prepared by:

  
**DENNIS P. PEQUE**  
 Unit Head

## EMPLOYEE DEVELOPMENT PLAN

Name of Employee : Dr. Justino M. Quimio  
Performance Rating : 4.80 (Outstanding) July - December 2019

Aim: To handle more graduate courses during weekends

Proposed Interventions to Improve Performance and/or Competence and Qualification to assume higher responsibilities:

Date: July 2019

Target Date: September 2019

First Step:

Required Dr. Quimio to handle core course and other graduate courses in MS Forestry during weekends to cater the needs of the students

Result:

Actively handles the graduate courses assigned to him during weekends

Date: October 2019

Target Date: December 2019

Next Step:

Involve in the development of graduate program in the Department of Forestry.


Outcome:

Dr. Quimio has expressed interest to help in the proposal to offer Doctoral program in Forestry

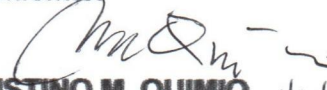
Final Step/Recommendation:

Dr. Quimio may lead in the development of the proposal on Doctoral program of the Department.

Prepared by:

  
**DENNIS P. PEQUE**  
Unit Head

Conforme:

  
**JUSTINO M. QUIMIO**  
Ratee